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ABSTRACT

This how-to kit for conducting a survey on the positions women hold in local occupational and decision-making structures is divided into six sections. Section I provides an explanation of the survey and its goals. Section II includes several survey questions and practical tips for finding the answers for each of eleven categories: Law, education, government and politics, health, media, the arts, business and finance, labor, religion, sports, and science and math. A sample question is: What percentage of state trial court judges in your district are women? The tip for finding the answer is: Call the court directly and speak to the clerk of the court. Section III suggests how to organize the survey group and how to collect, compute, and analyze the data. Section IV supplies comparative statistics for the United States in the eleven categories and includes two charts on percentages of women in selected occupations in the United States and in countries around the world. Section V gives tips on successful publicity campaigns, including how to get coverage of a survey's findings in the media, with other groups and agencies, and with political structures. Notes on preparation of a newsworthy press release and on other newspaper coverage are included. Section VI gives lists of organizations and publications under each of the eleven categories which could be resources for follow-up information. (LMS)

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COMMUNITY SURVEY
ON THE
STATUS OF WOMEN

A how-to kit for conducting a local survey on the positions that women hold in occupational and decision-making structures at the local level. Included are guidelines for: investigative procedures; analysis of the data, including cross-cultural comparisons; successful publicity campaigns; and suggestions for in-depth follow-up.

A relevant resource for use during International Women's Decade or as a part of any program dealing with women's issues or social change.

Inquiries, correspondence and requests for additional copies, at $2.00 each, should be directed to:

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COMMUNITY SURVEY ON THE STATUS OF WOMEN

First edition by Judith Senderowitz and Prudence Leib
June 1975

Second edition by Judith Senderowitz and Brenda Hebert,
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I. INTRODUCTION

The Community Survey on the Status of Women is a project to determine the position of women in the institutions of your community which affect all facets of life. It will no doubt produce some surprises--for example, we commonly assume that women are heavily involved in education, yet, in fact, they comprise only 20% of school board membership in the U.S. We tend to think that American women are at the forefront of the movement for equal rights and status. The statistics show otherwise. How many U.S. doctors are women? A not very equal 13%. Compare this to 22% in Argentina, 31% in Israel, and 70% in the Soviet Union. Sometimes there is more discussion about women's status than actual change in the U.S. A closer look at the nation and your own community will probably show that women are poorly represented as the status of the occupation goes up.

The First Edition was originally devised for use during International Women's Year 1975. Because interest in the project persisted--and because there is as great a need as ever to upgrade the status of women--a Second Edition has been published with updated statistics and information. This edition reflects the significant gains women have made during the past few years, as well as the progress toward equality yet to be attained.

This Survey can be conducted by a local organization, a coalition of groups or an ad hoc committee of interested persons--and in any size city or town. For most communities, it will be a unique study and report--probably the first sweeping analysis of the status of women in your area.

The goals and benefits of this project include:

* a broad, statistical analysis on women in society for personal and public education
* comparisons with national data to see how and where your community stands
* comparisons with relevant situations in other countries, both developed and developing
* opportunities to work with other organizations and community groups
* media interest in the issues and the efforts of your organization
* identification and statistical proof of problem areas that require further action
* increased awareness of the status of women and actual change in opportunities for women
* opportunities for pursuing improvements in particular social or economic areas once the status of women in your community is assessed.

The Survey covers a broad spectrum of community life and does not attempt to be an in-depth study. However, as patterns and problem areas relating to the position of women emerge in your findings, additional questions may arise and further action may be called for. Some leads for special assistance are offered in the last section.

The Survey Kit is divided into six sections as follows:

I. INTRODUCTION: an explanation of the Survey and its goals.

II. SURVEY QUESTIONS: the Survey itself which includes nine categories with several questions in each and tips on how to find the answers.

III. HOW-TO: suggestions on how to organize your group, collect the data and compute the statistics.

IV. DISCUSSION OF DATA: comparable statistics for the U.S. in the areas to be investigated and an insight into the status of women in other countries.

V. MEDIA AND OTHER OUT-REACH: tips on getting coverage of your findings in the media, with other groups and agencies and with political structures; using your results effectively.

VI. FOLLOW-UP: articles to read and specialized organizations to contact for more in-depth consideration or action on any of the topic areas.

A request from us: please send us a copy of your results. We are most interested in knowing your particular situation. And, if you've discovered some clever ways to find hard-to-get data or reference books which have all the answers, we would like to share it with other groups conducting the Survey. Thanks and good luck.

II. SURVEY QUESTIONS

LAW

1. WHAT PERCENTAGE OF BAR ASSOCIATION MEMBERS IN YOUR COMMUNITY ARE WOMEN?

   (Check phone listing under (your) County Bar Association. If not listed, find the president's name from a lawyer in your community.)

2. IN THE THREE LARGEST LAW FIRMS IN YOUR COMMUNITY, WHAT PERCENTAGE OF THE LAWYERS ARE WOMEN?

   (Check the Martindale-Hubbell Law Directory under your town and identify the largest firms by the number of attorneys listed. Ask a lawyer or law librarian where to find the Directory. Verify the percent of women lawyers by phoning each firm directly.)

3. IN THE THREE LARGEST LAW FIRMS, WHAT PERCENTAGE OF PARTNERS ARE WOMEN?

   (Same as 2.)

4. WHAT PERCENTAGE OF STATE TRIAL COURT JUDGES IN YOUR DISTRICT ARE WOMEN?

   (Call the Court directly and speak to the Clerk of the Court.)

EDUCATION

1. WHAT PERCENTAGE OF YOUR LOCAL SCHOOL BOARD MEMBERS ARE WOMEN?

   (For questions 1 - 4, call the office of the Superintendent of Schools and/or check the "Directory of School Personnel" available in most school districts.)

2. IN YOUR LOCAL SCHOOL DISTRICT, WHAT PERCENTAGE OF ELEMENTARY SCHOOL TEACHERS ARE WOMEN? HIGH SCHOOL TEACHERS?

3. WHAT PERCENTAGE OF THE ELEMENTARY SCHOOL PRINCIPALS ARE WOMEN? HIGH SCHOOL PRINCIPALS?

4. IS THE SUPERINTENDENT OF SCHOOLS IN YOUR DISTRICT A MAN OR WOMAN?

5. WHAT PERCENTAGE OF THE BOARD OF MANAGERS OF THE PTA OF YOUR LARGEST HIGH SCHOOL ARE WOMEN?

   (Call the PTA President, contacted through the school if necessary.)

GOVERNMENT AND POLITICS

1. WHAT PERCENTAGE OF THE MEMBERS OF YOUR CITY COUNCIL (BOARD OF ALDERMEN, COUNTY COMMISSION, COUNTY BOARD) ARE WOMEN?

   (Call the League of Women Voters, City Hall, the county courthouse or the chairperson of the commission, board or council.)

2. IS YOUR MAYOR A MAN OR WOMAN?

3. WHAT PERCENTAGE OF POLICE OFFICERS IN YOUR TOWN ARE WOMEN?

   (Call the police department, town hall, or county courthouse.)

4. ARE THERE ANY WOMEN FIRE FIGHTERS IN YOUR LOCAL FIRE DEPARTMENT?

5. WHAT PERCENTAGE OF COMMITTEE MEMBERS IN THE COUNTY DEMOCRATIC PARTY ARE WOMEN? IN THE REPUBLICAN PARTY?

   (Call the League of Women Voters, local government office such as town hall or mayor's office or city editor of local paper. The county or city committee is usually listed in the phone book as, for example, "Bayles City Republican Committee." In some areas, city party committees are more important than county committees, ask a local politician.)

HEALTH

1. WHAT PERCENTAGE OF BOARD MEMBERS OF THE LARGEST HOSPITAL IN YOUR COMMUNITY ARE WOMEN?

   (Call up the hospital's public information office or administrator for a board list.)

2. WHAT PERCENTAGE OF DOCTORS IN YOUR COMMUNITY ARE WOMEN?

   (For a list of local physicians, try the county medical society, the state medical licensure board, local health planning agencies and/or a local Public Interest Research Group. Two other possibilities: the AMA's American Medical Directory-ask your librarian or a doctor where to find it--and the Yellow Pages. Privately published physicians directories exist in some communities--ask a friendly MD if there is one for your area.)

3. WHAT PERCENTAGE OF NURSES IN YOUR LARGEST HOSPITAL ARE WOMEN?

   (Call the hospital's Director of Nursing or the public information office.)

4. IS THE DIRECTOR OF PUBLIC HEALTH IN YOUR CITY (COUNTY) A MAN OR WOMAN?

MEDIA

1. IS THE PUBLISHER (OWNER) OF YOUR LOCAL NEWSPAPER A MAN OR WOMAN? EDITOR-IN-CHIEF?

   (Call and ask or look at the masthead in the paper.)

2. ON THE T.V. CHANNELS YOU RECEIVE, WHAT PERCENTAGE OF THE REPORTERS ON THE LOCAL NEWS SHOWS ARE WOMEN?

   (Call the station and ask and/or watch the daily broadcast three times for each time slot and count).

3. ON A GIVEN SUNDAY, WHAT PERCENTAGE OF T.V. INTERVIEW HOSTS (LOCAL AND NATIONAL PROGRAMS) ARE WOMEN? WHAT PERCENTAGE OF THEIR GUESTS ARE WOMEN?

4. ON ANY TWO LOCAL RADIO STATIONS, WHAT PERCENTAGE OF DISC JOCKEYS ARE WOMEN?

   (Call the general manager of the station and ask and/or listen and count for yourself.)

THE ARTS

1. IF YOUR TOWN HAS A SYMPHONY ORCHESTRA, WHAT PERCENTAGE OF THE MUSICIANS ARE WOMEN?

   (Call and ask or go to a concert and count.)

2. IS THE CONDUCTOR A WOMAN OR A MAN?

3. IF THERE'S AN ART MUSEUM IN YOUR TOWN, WHAT PERCENTAGE OF ITS GOVERNING BOARD ARE WOMEN?

4. IS THE SENIOR LIBRARIAN OF YOUR LARGEST PUBLIC LIBRARY A WOMAN OR A MAN?

Business and Finance

1. FOR THE BUSINESS CORPORATION IN YOUR TOWN WITH THE LARGEST EMPLOYMENT, WHAT PERCENTAGE OF THE BOARD OF DIRECTORS ARE WOMEN?

   (Ask around or inquire at the Chamber of Commerce for the largest employer and call to ask. If they won't provide a percent, request a Board list or Annual Report. If this fails, identify a stockholder, who is entitled to the Annual Report.)

2. IN THREE OF THE LARGEST RETAIL STORES IN YOUR COMMUNITY, WHAT PERCENTAGE OF THE MANAGERS ARE WOMEN?

   (Call the stores and ask.)

3. WHAT PERCENTAGE OF THE LOCAL CHAMBER OF COMMERCE BOARD OF DIRECTORS ARE WOMEN?

4. IN TWO OF THE LARGEST BANKS IN YOUR TOWN ARE THE PRESIDENTS MEN OR WOMEN? WHAT PERCENT OF THE VICE PRESIDENTS ARE WOMEN?

Labor

1. IN TWO OF THE LARGEST LOCAL UNIONS, WHAT PERCENTAGE OF THE OFFICERS ARE WOMEN?

   (To identify the two largest unions, call the central Labor Council in your area, or the local newspaper, or find out to what union employees at the town's two largest industries belong.)

2. IN THESE UNIONS, WHAT PERCENTAGE OF RANK AND FILE MEMBERS ARE WOMEN?

   (Call the union and ask to speak to, in order of preference, the women's department, the research department, or the education department.)

3. WHAT PERCENTAGE OF UNIONS IN YOUR TOWN HAVE NO WOMEN MEMBERS?

   (Get a list from the Yellow Pages. If there are too many, take a random sample.)

4. WHAT PERCENTAGE OF THE TAXICAB DRIVERS IN YOUR TOWN ARE WOMEN? BUS DRIVERS?

   (Look up the companies and phone.)

5. IN THE LARGEST RETAIL STORE, WHAT PERCENTAGE OF SALES CLERKS ARE WOMEN?

   (Call the store or the local retail clerks union.)

RELIGION

1. ARE THERE ANY WOMEN MINISTERS/PRIESTS/RABBIS IN YOUR COMMUNITY?

   (Ask a friendly member of the clergy or the Interfaith Council.)

2. IN THREE OF THE LARGEST CONGREGATIONS, WHAT PERCENTAGE OF THE TOP ADMINISTRATIVE BODY MEMBERS ARE WOMEN?

   (Call each church.)

3. DO THESE CONGREGATIONS HAVE WOMEN'S CAUCUSES OR TASK FORCES ON WOMEN?

SPORTS

1. ARE THERE ANY GIRLS ON YOUR LOCAL LITTLE LEAGUE BASEBALL TEAM?

   (Call the local little league coordinator or elementary school physical education teacher.)

2. WHAT PERCENTAGE OF THE INTERSCHOLASTIC SPORTS TEAMS SUPPORTED BY YOUR LOCAL HIGH SCHOOL ARE WOMEN'S TEAMS OR INCLUDE WOMEN?

3. AT THE NEAREST LARGE UNIVERSITY, WHAT PERCENTAGE OF THE INTERCOLLEGIATE SPORTS BUDGET IS ALLOTED FOR WOMEN'S SPORTS?

SCIENCE AND MATH

1. IN THE LARGEST HIGH SCHOOL OF YOUR LOCAL SCHOOL DISTRICT, WHAT PERCENTAGE OF SCIENCE AND MATH TEACHERS ARE WOMEN?

2. IF YOUR TOWN HAS A LOCAL INDUSTRY WHICH EMPLOYS A LARGE SCIENTIFIC OR TECHNICAL STAFF, WHAT PERCENTAGE OF THESE EMPLOYEES ARE WOMEN?

   (Consider chemical, pharmaceutical, or electronic industries--and call their public information offices.)

3. WHAT PERCENTAGE OF CIVIL ENGINEERS EMPLOYED IN HIGHWAY PLANNING, WATER SUPPLY, OR WASTE MANAGEMENT DEPARTMENTS BY YOUR LOCAL GOVERNMENT ARE WOMEN?

   (Call the city or town hall or the specific departments.)

III. HOW-TO

A. GETTING ORGANIZED

If you are an individual interested in conducting the Survey, find a few friends who will enjoy working with you on it. Call yourselves a committee and choose a title, such as "Joint Task Force on the Status of Women in Kent City." For $10-15 you can have letterhead stationery printed up. If you already belong to an established and well-known organization, work under its sponsorship. Or, you might want to work with one or several other community groups in a joint effort or as a coalition.

Before actually beginning the Survey, discuss the project thoroughly. Familiarize yourselves with this publication. List specific purposes and goals and bear them in mind as you proceed. Try to anticipate potential problems and possible solutions. (The tips below may help with this.) Determine the best contacts and sources of information in your community.

Delegate authority. Allot responsibilities among the group members. This will prevent one or two people from doing the bulk of the work and will contribute to the sense of unity and cooperation in the effort. But also, discuss your individual efforts as a group frequently--a group brainstorming session can often help find ways to break roadblocks encountered by one or another committee people.

B. GETTING THE DATA

The Survey questions have been designed for use in any size community, though the names of the structures may vary. Thus, the governing body of your community may be called a City Council, Board of Aldermen or a County Commission. Whatever your local institutions are called, the important guideline is to make the questions appropriate for your community. Skip any question that doesn't apply; the Survey will still be valid. Use your ingenuity in digging up statistics. Here are a few pointers.

* THE PUBLIC'S RIGHT TO KNOW: You have a right to know who makes the decisions in most government structures or government-supported agencies; the information must be available to the public. You might get a copy of a useful pamphlet from Public Citizen called "How to Use the Freedom of Information Act." Send a stamped self-addressed envelope to: Freedom of Information Clearinghouse, P.O. Box 19367, Washington, D.C. 20036. Talk to the public information officer at your city hall or county government for leads or actual data. Ask for help from your local newspaper.

* THE AGENCY'S NEED TO TELL: When the information is not freely available to the public, communicate that it is in the interest of the institution to cooperate. After all, publicity of their secrecy or uncooperativeness may be even less desirable to them than public knowledge of their statistics. Be firm in pursuing an answer, but not hostile. If you meet resistance early, try going right to the top. If an office is unable to give you actual percentages, request a list and count the number of women yourself. Also, the annual reports of corporations, agencies and organizations which list board and top staff are often available.

* USE PUBLISHED SOURCES. Ask your librarian for help in using various reference books, and published directories. Don't forget the Yellow Pages of the phone book. If you do find information in a published source, try calling the agency involved anyway to verify and update the information and to make them aware of the level of concern in the community. These people might also serve as contacts for further action.

* ENLIST THE HELP OF OTHER COMMUNITY GROUPS: Public interest groups often monitor practices and activities in the community. Also, don't forget to ask local universities or colleges for assistance in specific topic areas. The sociology department can give survey advice. A sociology student may be interested in working with your group on an internship project or for course credit.

C. Computing the Data

Some of the questions require simple yes-no answers, but most involve determining the percentage of women among those holding power. While this is a good starting point, these figures do not necessarily give a true indication of the real power women hold. Forty percent of a governing board may be women, but how many hold offices and how many exercise any influence? Similarly, half of all employees in a job area may be women but they may have lower status positions or be receiving lower pay for equal work.

Statistics can be maddening, but are necessary if you want to communicate your results effectively. The media and others require hard facts with the capability for comparison. All of the statistical questions in this survey are framed in percentage of women in a given situation. For those who want a quick refresher course in determining percentage, an example follows:

Sample question: What percentage of school board members are women?

Find out: Total number of school board members and number of women members.

Calculate: If there are, for example, 35 members on the board and 14 are women, the percentage is expressed as 14/35 X 100 or 14 divided by 35 and multiplied by 100. The general formula is:

$$\frac{\text{Number of women members}}{\text{Total number of members}} \times 100$$

Or, in this example:

$$\frac{14}{35} = .40 = 40\%$$

D. Analyzing the Data

Once the information has been collected and computed into percentages, it must be analyzed. Putting it into proper form is the first step in your analysis. Compile a tally sheet, similar to the one for U.S. data (see page 15); comparable national statistics could be entered in a column alongside.

It's important to keep careful records of information sources. These don't need to appear on your final reports or published summary, but it's vital to be able to get back to a source to re-check or get additional information. Media representatives especially like to know where certain figures come from. You should certainly keep files of correspondence, materials received and possibly even a log of telephone calls.

When analyzing your data, remember that nationwide women are over 40% of the labor force. Thus, if your results show that, for example, only 2.7% of the lawyers in your community are women, it will be clear that in this area women are quite underrepresented. You might want to point out the comparison to the national average--in this example 9.3%--and perhaps an international one as well, such as the Soviet Union with 35% women lawyers. If your community has an average higher than the national average, be sure to question whether it approaches an equitable proportion.

On the other hand, certain occupations are almost entirely women, such as nursing and primary level teaching, 96.6% and 84.8% respectively for the U.S. These professions are sex-typed. You might

want to compare the status and salary levels of male dominated versus female dominated occupations. Also, in those fields where women predominate, see if they also form the majority of the top administrative or decision-making positions. In education, though they comprise most of the teaching staff, only 20% of the school boards are women and a mere 5.4% are superintendents.

In some areas, occupations are still typed by race, and although this kind of discrimination is illegal, it persists. You might want to further expand your survey by investigating the relative participation of white women, black women and other minority groups.

The above examples are the type of conclusions that will interest the press and you will have to highlight these for them. Be careful, however, not to overload them with examples: a few striking comparisons, along with your tally sheet of local and national data will provide a strong basis for a story. Be sure to stress the nature of the Survey--that it is original and was conducted to better understand the status of women in your community, with comparisons to national and international situations.

A final report would be useful for your own organization's activities. Make the information, in good summary form, available to your membership for consideration of future projects based on problem areas identified by the survey. It would be helpful to keep notes on pitfalls you've discovered along the way as well as in-roads and successful short cuts. Be sure to give full and deserved credit in all reports to those who helped accomplish the finished product.

IV. DISCUSSION OF DATA

INTRODUCTION

One of the oldest and most popular myths--that a woman's place is in the home--is becoming less true than ever. In fact, women constitute 40.5% of the U.S. labor force (1976) and 90% of all young women today can expect to work outside the home at some time in their lives. Worldwide, women comprised 34% of the labor force in 1970. Individual countries range from a low of 1.8% women in the total labor force in Algeria to 51% in the Soviet Union.

Some dramatic changes have occurred in female participation over the last several decades. Before World War II, the female proportion in the U.S. was only 25%.As it rose to its 1976 level of 41%, various groups of women entered in large numbers: young single women, then women over 35, and finally women with school age children. The most recent change has been among women with children under 6 years old: only 18% of this group worked in 1960, now 40% do. In the U.S. in 1976, 55.5% of all women aged 18-64 were in the labor force.

Women represent an important chunk of overall employment, but they do not share equally with men in wages, power and status. In many industrialized countries, women's wages are about 50-80% of men's for the same work time. In the U.S., the average woman worker earns about 58.8% of what a man does.

Custom, if not laws and regulations, often bars women from entry into professions and crafts traditionally reserved for men. Women do the cooking in most family homes--why are virtually all restaurant chefs men? During World War II, women proved they could perform well in such jobs as welders, machine operators, and shipfitters. In fact, job requirements, with extremely rare exceptions, are unrelated to sex.

There are still many occupations in which women comprise fewer than 1% of the total workers. Among these are: carpenters, electricians, top corporate managers, plumbers, airline pilots and mechanical engineers. At the same time, there are distinctive female job "ghettoes" or what's becoming known as pink collar workers. In some jobs, women comprise more than 90% of the employment. These include bank tellers, bookkeepers, key punch operators, secretaries, telephone operators, registered nurses and typists.

Most working women in the U.S., in fact, fall into 2 major job categories: clerical jobs and service workers, held by 35% and 18% of total women workers respectively. There is a very different pattern for the world as a whole: 52% of women workers are in the agricultural sector, a figure which is considerably higher in developing countries.

The process that keeps women concentrated at the bottom of status hierarchies begins in the educational system. Until recently, women needed higher grades and higher test scores to get into college and their ability and motivation were scrutinized more carefully than men's for professional school admissions. Studies have shown that the academic performance of women in college, graduate and professional schools equals or excels that of men. Thus, lack of able womanpower cannot be used as a justification for discriminatory practices in hiring and promotion.

This section contains national and international statistics on the participation of women in various areas of work and on decision-making bodies examined in the Community Survey. These statistics will give you a basis for comparing the status of women in your community to the status of women in the U.S. and in other countries.

Besides breaking down the data by topic area, there are two quick reference charts, "Percentage of Women in Selected Occupations in the United States" and "Percentage of Women in Selected Occupations Around the World."

Percentage of Women in Selected Occupations in the United States

Occupation	Percentage of Women
LAW	
Lawyers	9.3
State Court Judges	1.5
Supreme Court Judges	0.0
EDUCATION	
School Board Members	20
Elementary School Teachers	84.8
High School Teachers	50.5
School Superintendents	5.4
Elementary School Principals	23.4
Full Professors (College and University)	10.6
GOVERNMENT AND POLITICS	
State Legislators	9.1
U.S. Representatives	4.1
U.S. Senators	0.0
Mayors (of cities over 100,000 population)	4.3
Police	3.7
Top Federal Civil Service Employees (GS-16 and over)	2.9
Democratic National Committee Members	48.0
Republican National Committee Members	36.4
HEALTH	
Physicians	12.8
Registered Nurses	96.6
THE ARTS	
Musicians and Composers	33.3
Librarians	82.4
MEDIA	
TV News Anchorpeople	20
Radio Newscasters	15
Radio News Directors	8
BUSINESS	
GM Board of Directors	8.0
Accountants	26.9
Board Members of U.S. Chamber of Commerce	3.1
Bank Officers and Financial Managers	24.7
LABOR	
Union Members	21.3
Union Governing Board Members	7.0
AFL-CIO Executive Council Members	0.0
Taxi Drivers	8.5
Sales Clerks	70.7
Secretaries	99.0
RELIGION	
Ministers, United Methodist Church	1.8
Ministers, United Presbyterian Church	2.3
Priests, Roman Catholic Church	0.0
SPORTS	
Jockeys	3
U.S. Olympic Team Members	30.1
SCIENCE AND MATH	
Chemists	11.4
Engineers	1.8
Astronauts	0.0

(Sources: U.S. Department of Labor, Bureau of Labor Statistics, and others. Complete source information available upon request.)

Percentage of Women in Selected Occupations Around the World

	United States	Sweden	Soviet Union	Japan	Israel	India	Chile	Ghana
Lawyers	9.3	8	35	2.5	7	1.2	10	
Teachers		64.6	71		68		61	
Elementary	84.8			55		25		26
Secondary	50.5			24		30		16
Members of National Parliament	3.3	21	35	3	7	5	7*	13.6**
Members of Local Government Bodies	9.1	18	47	0.8	3	4		
Physicians	12.8	13	70	9.5	31	7.1	8.5	
Managerial Staff	19.7	11.3	32	5.3	7.4	1.7	9.3	5.2
Agricultural Workers	16.2	26.0	44	50.2	23.4	19.9	3.2	42.9
Union Members	21.3	33	60	28		11.9		

*Chamber of Deputies suspended; figure represents 1969 percentage.

**Parliament suspended; figure represents 1966 percentage of seats reserved for women.

LAW

In the U.S., women account for 9.3% of the lawyers and only 1.5% of the judges in the state court system. There has never been a female Supreme Court Justice in the U.S. Women play even less of a role in Japan where only 2.5% of Japanese lawyers and judges are female.

Other countries do better. In both France and Argentina, 22% of the lawyers are women. Thirty-five percent of Soviet lawyers are women. Women account for 16% of the judges in Indonesia and for 47% in the USSR.

Fortunately, the situation is improving. Women doubled their share of the legal profession from 1970 to 1976--from 4.7% to 9.3%. This percentage can be expected to continue rising sharply as reflected in law school enrollments. Women comprised 23.5% of law student bodies in 1975, up from 8.5% in 1970 and a mere 3.8% in 1963.

EDUCATION

Traditionally, education has been one area of work where women have played a significant role. In many countries, women predominate in certain educational jobs, notably elementary school teaching.

The percentage of women elementary school teachers is 85% in the U.S., 68% in France, 61% in Mexico, and 55% in Japan. In many developing countries, men continue to outnumber women in this position, though the proportion of women primary teachers tends to be higher than in most other job areas. Some examples are: 34% in Thailand, 26% in Ghana, 25% in India and 23% in Nigeria.

Though women represent an important force in the field, employment figures in education vividly illustrate that women tend to be concentrated in low status and low paying jobs in a profession. Teachers' status increases with the age of the children being taught and not surprisingly, the percentage of women teachers goes down. Thus, 51% of U.S. high school teachers are women; 41% in France, 24% in Japan, 20% in Mexico and 16% in Ghana--compared to the higher figures for elementary school above. This pattern follows through the university hierarchy, and by the time women attain full professorships in the U.S., they represent only 10.6% of the total.

Administrators have higher status--and salaries--than teachers, and once again, the proportion of women drops for this category. While women represent 85% of the elementary school teachers, they comprise only 23% of the elementary school principals. The trend continues to the top level of educational administration: only 5.4% of school superintendents are women. Women hold the position of college or university president at only 1% of public and private institutions.

School boards, often considered an area where participation by women is "high," have about 20% women members. In fact, in 1975-76, 25% of school boards had no women members, representing an improvement from two years earlier when 40% had no women.

Government and Politics

No women are members of the U.S. Senate and there are only 18 women Representatives in Congress. Women thus constitute only 3.3% of the Congress. In most nations, the national parliaments and legislatures are similarly dominated by men. Only 4% of the British House of Commons are women. Similarly, Japan's parliament is 3% female and West Germany's 7%. In general, developing countries tend to have low representation of women: 5% in India, 3% in Colombia, 2% in Egypt and 1% in Brazil.

Women seem to have greater influence in national parliaments in Scandinavia and in countries with planned economies: 35% in the USSR, 22% in Finland, 21% in Sweden, 17% in Denmark and 15% in Poland.

While the proportion of women in the U.S. Congress has actually gone down slightly in recent years, the situation at the state and local levels is somewhat better. In addition to two state governors, women have increased their share in state legislatures to 9.1%. This compares to 47% in the USSR, 30% in China, 18% in Sweden and 4% in India.

Women do not participate extensively in government administration in the United States. In 1975, women held just 2.9% of top level (GS-16 and above) U.S. government jobs. Of President Carter's 367 political appointments, 45--or 12%--are women, down from 14% in the Ford administration. Women are less than 1% of our firefighters--and these are mostly dispatchers--and 3.7% of the nation's police forces.

Traditionally, women have achieved more equitable representation on the governing bodies of the major political parties. Currently, 36% of the Republican National Committee and 48% of the Democratic Committee are women. However, equal representation on these bodies does not necessarily reflect an equal share of power in the parties--witness the predominance of men among political nominees and campaign staff of both parties.

Health

Women workers are well represented in health professions, but health occupations often tend to be sex-stereotyped. In most nations, the vast majority of doctors are men. Women represent approximately 1/10 of the physicians in the U.S. and Japan, and about 1/5 of the doctors in France and Argentina.

In a few countries, such as the USSR, Poland, Hungary, and Finland, the percentage of women in medicine is far higher. In the Soviet Union, for example, 70% of the doctors are women. However, in these countries the profession has often been culturally redefined as "feminine," that is, taking care of people is classified as "women's work," and men still predominate in the top levels of the professions, the academic and administrative positions. This is sometimes true of related health fields also, such as dentistry and pharmacology. For example, women comprise over 80% of the practitioners in these areas in Poland.

While physicians tend to be men in most countries, nursing is almost universally a woman's profession. In the U.S., 96.6% of the registered nurses are women. In Israel, the proportion is 80% and in India 72%.

The situation is moving toward greater equality between the sexes in health professions, though progress remains very slow. In the U.S., the social stigma on men in nursing is decreasing and recently more men are entering the profession. In fact, the first male nurse midwife was recently graduated in the U.S. It's interesting to note that simultaneous with the slight increase in the number of men in nursing is a significant improvement in status and opportunities in the nursing profession.

Judging from recent increases in the number of women enrolled in U.S. medical schools, the percentage of women physicians, which has climbed from 7% to nearly 13% from 1970 to 1976, should show continued gains. Currently, 25% of medical school students are women, an improvement over 7.5% in 1967 and 4.5% in 1930.

Similarly, although recent figures indicate that less than 2% of all dentists are women, the enrollment of women in dental schools has more than doubled in the past two years and now stands at 9%. Also, there has been a seven-fold increase in the last 5 years in the number of women in the entering class (12% in 1976).

The Arts

The creative and performing arts have traditionally attracted the participation of women, though they fall far below the level of men in visibility, status, remuneration and decision-making. For example, the policy-making body of the National Endowment for the Arts is only 19% female.

In 1974-75, women represented 24.9 of the players in major symphony orchestras, up from 18.3% ten years earlier. Women often participate in volunteer capacities at art museums, but again, the shows and top positions are usually dominated by men. There is a direct relationship to the size of the museum and budget, thus, women comprise 46% of the directors of small museums but only 4% of the large.

Some reverse trends are occurring within the library profession. This traditionally female occupation has recently witnessed the entry of more men--and they tend to come into the top slots. In 1930, 91% of all librarians were women, with women heading the libraries at 27% of the largest academic institutions. By 1967, this figure had dropped to only 5% of these libraries.

MEDIA

In TV, our most pervasive medium, women have made visible gains recently. While the existence of a woman anchorperson was rare a few years ago, they now represent one of every five. In 1976, 86% of the TV stations had at least one woman on-air news reporter, compared to only 50% 4 years earlier.

Radio shows some improvement also, though it lags behind TV. In 1976, 8% of the news directors were women, compared to 4% in 1972. Women comprised 18% of the on-air field reporters in 1976, up from 6% four years earlier. During this same time period, the proportion of radio stations with women news reporters increased from 15% to 50%.

In general, the representation of women in the broadcast media tends to be less in small and medium market stations compared to large markets.

Data for the print media are more difficult to obtain, in part because they lack the federal reporting requirements of the broadcast media. In 1974, women comprised about 1/3 of the news reporting staff at daily newspapers, but just 3% of the news editors.

BUSINESS

Women are greatly underrepresented in corporate, managerial and administrative positions in business. General Motors, the largest corporation in the U.S., numbers just two women among its 25 member board. In the U.S. as a whole, women hold only about 2% of the directorships of the top corporate boards. Directors of the Chamber of Commerce of the United States,which was composed entirely of men in 1975, now has 2 women on its 65 member board.

Only about 15 women fall into the elite category of the 2500 presidents, key vice-presidents and chairpersons who direct the U.S.'s major companies--and who make over $100,000 annually. Analysts of the business scene agree that high management positions have been one of the most difficult areas for women to break into.

Even when they reach the top, they are often placed in slots outside of the power center, such as personnel and consumer relations. Major strides have been made this decade, yet they still add up to only 15% in entry level management, 5% in middle management and 1% in top management. However, the increasing proportion of women enrolled in business schools portends well for the future. Two leading business schools have shown phenomenal increases from 1971 to 1976: Wharton (from 4% to 26% female enrollment) and Columbia University (from 6% to 31.9%). In finance, women represent 68% of the bank working force. However, only 25% of the officials and managers are women.

Overall, the proportion of women managers and administrators in the U.S. is 20% (1976), up from 16% in 1970. Even with its relatively low representation of women in managerial posts, the U.S. ranks higher than most countries, other than the planned-economy ones. For example, Sweden has 11% women, Chile 9%, Ghana 5% and India 2%.

LABOR

In the past two decades, women's participation in labor unions has not increased as rapidly as their participation in the work force as a whole. Women make up 40.5% of the working population in the U.S., but account for only 21.3% of the union members. In general, union membership tends to be associated with higher wages. Furthermore, income disparities between men and women are less when women are union members. Reflecting the exclusion of women from certain jobs and from unions themselves, 22% of U.S. unions have no women members at all.

In other countries, the percentage of union members who are women is similar to the U.S.--30% in Sweden, 28% in Japan and 21% in Canada. They comprise only 12% of the union membership in India. Generally, the percentage of women in the labor force, as a whole, is higher than their representation in labor unions. One exception is the Soviet Union, where women are 51% of the labor force and 60% of local trade union membership.

Labor unions are another institution where women hold few of the positions with status and power. The Retail Clerks International Union has a high percentage of women members--43%--but no female officers at the national level. For the U.S., women comprise only 7% of trade union governing board members. And, there are no women members on the Executive Council of the AFL-CIO. In Denmark, 8% of elected shop stewards (the lowest level of union officials) are women. Women are 3% of union leadership in Italy, and 10% in the Netherlands.

It's not just professional workers who face sex-typing and sex discrimination in employment. In Ghana, less than 5% of industrial employees are women and in Egypt only 2%. In the U.S., women account for only 8.5% of the taxi drivers, 0.7% of the carpenters, 0.6% of auto mechanics and 0.3% of electricians. Construction work is yet another area of gross underrepresentation for women. A

recent Labor Department proposal establishing goals for women in construction over a three-year period would increase their participation from the present 1.6% to 3.1% the first year, to 5% the second and to 6.9% by the final year of the plan. However, these goals will not be easily attainable unless women become more involved in apprenticeship, training programs and recruitment. Presently, women account for only 2% of the apprenticeships for construction jobs.

While men overwhelmingly dominate some fields, certain occupations are reserved largely for women. Women are 99% of the secretaries in the U.S. and 85% in Israel. In clothing manufacturing, women comprise 98% of the operatives in the USSR, 96% in the U.S., 91% in Belgium and 74% in Italy.

RELIGION

Women participate actively in church and religious activities, but rarely in leadership roles. The number of ordained clergywomen is miniscule: the United Presbyterian Church has 2.8%; the United Methodist Church, 1.8%; and the Lutheran Church 0.00138%.

The Reformed wing of Judaism presently has 0.006% rabbis, but this figure will rise rapidly as women now number 25-30% of the rabinnical school enrollment. Similarly, in the past ten years, the proportion of women in Protestant seminaries has risen to 40% and from 1972 to 1976, the number of women in programs leading to ordination has increased 191%. The ordination of women in 1974 as priests for the first time in the Episcopal Church--which brought with it a great deal of visibility and discussion--also signals massive changes within organized religion.

The Roman Catholic Church has no women priests and the official church leadership continues to strongly uphold the status quo. However, attitudes are changing significantly among the lay public. In a recent Gallup poll, 36% of U.S. Catholics favor ordination of women with the proportion rising to 54% among Catholics under 30.

SPORTS

The status of women athletes continues to improve slowly. At the 1972 Munich Olympics, 15.7% of the participants were women; that figure rose to 21-22% at the 1976 Montreal Games. Of the U.S. 1976 Olympic Team delegation, 30.1% were women.

Increased media attention to women's sports has contributed to their improved image among U.S. fans, who have discovered that, for instance, women's tennis can be equally as exciting as men's. The widely-publicized debut of the first female Little Leaguers in 1974 broke a sex barrier that had been sacred in the annals of the National Pastime.

Many women's groups realize that America's education system is the key target for ensuring that women continue to make strides in sports. A recent Women's Equity Action League survey of school districts in New Jersey revealed that most districts provided twice as many sports activities for boys as for girls, allocated 2/3 to 3/4 of time shared facilities to boys, and had four to five times as many total staff involved in boys athletics as in girls' programs. Enforcement of Title IX prohibitions against sex discrimination in federally funded educational programs and activities may eventually improve this situation.

At the college level, women's share of athletic funding is on a steady rise. A recent comparison of 7 of the Big Ten schools revealed that women's average receipt was 7.14% of the total athletic budget, ranging from 3.47% at Michigan to Iowa's 11.11% allotment. UCLA's women's budget has tripled since 1974--from $180,000 to $450,000. Athletic scholarships for women are now offered by 460 colleges--up 67% in the last year, an increase which corresponds with greater participation of women in interscholastic sports (up 460% since 1971). But women's sports programs still have far to go: in 1976, for instance, women coaches averaged a salary 1/3 that of their male counterparts.

Science and Math

The percentage of women in scientific fields has reportedly not increased significantly since 1920 and in some areas--engineering, for example--has decreased. At present, women comprise only 5% of the scientific work force. 1977 has been a triumphant year for women in science, however, with the first confirmation of a woman to the Civil Aeronautics Board, the graduation of the first ten female pilots from the Air Force, and the selection of the first female candidates for astronaut training.

Between 1972 and 1975, women in the U.S. earned less than 10% of the Ph.D.'s awarded in engineering, physics, astronomy, computer science, atmospheric science, geography, agriculture, and operations research. In this same period, women earned over 25% of the Ph.D.'s granted in microbiology.

Math, like science, has been sex stereotyped as a male field. Nevertheless, as large a percentage of women as men receive bachelor's degrees in math. Few of these women, however, enter fields requiring the use of math as a tool. In 1975-76, women comprised only 4.8% of full-time professors in all doctorate-granting math departments. This proportion falls to a mere 1.6% in the most prestigious schools. The percentage of Ph.D.'s awarded to women in math rose from 7% to just over 10% during the past 40 years.

The present status of U.S. women in scientific fields compares poorly, in many cases, to worldwide figures. In the USSR, 38% of all scientists are women, comprising 50% of the chemists and 4/5 of the biologists. One third of USSR's engineers are women; in Peru, only 2% are women; in Chile, .01%; and in Israel, 5%.

V. MEDIA AND OTHER OUTREACH

Publicity is easy to get if you have a story. And there are numerous avenues to pursue. Local newspapers, radio and T.V. are always looking for local stories and you'll have an exciting one after you've compiled the data. This type of survey, covering most facets of your community, has probably never been done before. Furthermore, you have the added leverage of tying your story in with a worldwide event--International Women's Decade--and the opportunity to create publicity for your organization.

The basic elements you'll need to sell your story include:

* hard news, that is, something new and original to say
* a press release, in proper form
* someone to follow-up on the phone to those receiving the release
* an informed spokesperson available to answer inquires

If you feel your story is strong and merits the effort, you might want to call a press conference to announce your results, although the press has become more reluctant to attend these. If you decide to have one, alert news people in all media with a "news tip" a few days before and call each personally the day before the conference to make sure they'll attend. Be sure that this tip provokes their interest, but doesn't give the whole story--you want them to hear the rest in detail from you directly.

Instead of holding a special press conference, you might schedule one as part of your membership meeting and invite the press. But be specific about the time for the press segment; they may not want to attend the entire meeting. Also, evening events are much less well attended by the press--unless you provide free drinks and food. The best time, if you decide on a press conference, is mid-morning, mid-week.

Whether or not you hold a press conference, be sure to send out a press release giving the full story in a form easy for them to pick-up and use. The release must include the essential elements shown below in this format:

FOR MORE INFORMATION:
Judy Smith: (301) 327-1171 home
(301) 823-5663 office

FOR IMMEDIATE RELEASE
(or some specific date)

WOMEN ABSENT FROM TOP CITY POSTS

Women hold no major positions in the city government, according to a survey announced by the Johnson City Young Women's League...

Some important tips for the press release:

* if possible use press release letterhead from your organization, or announce in large letters on the top that it is a press release. (Remember too, to write "IMPORTANT: Press Release" on the envelopes.)

* always doublespace and keep it as short as possible, in any case not more than three pages. A complete report of your survey and/or statistical tables can be included or offered.

* put the most important information in the first paragraph in simplified form--expand later if necessary.

* quote a provocative comment made by someone important in your organization (this should not be the person identified at the top as the source of more information).

* conclude with a paragraph identifying your organization, giving its goals and brief points such as its size, founding data, etc.

Send the release to all of your local media outlets: newspapers (city editors), weeklies or neighborhood papers, radio and T.V. stations (news desks) and wire services. If you know individuals at these places, use their names. Send several releases to the same place if there are many people who could be interested, but be sure to indicate on each copy the names of others in that office who are receiving the story in order to avoid duplication. For example, the women's page editors should receive a copy of the story in addition to those named above.

Call within a few days after sending the release to see if they have received it, to create a greater interest in the subject, and to offer additional information, but don't press them to see if it will be used.

The preceding steps need to be done within a tight timetable if you want coverage as "hard news", that is, to be picked up as a news story as opposed to a feature. The timeliness of your story is somewhat artificial, but making a pitch about "new information just announced" will improve your chances of getting covered. Within the news business, there is competition to be the first to carry the story and also the need to cover something deemed important to the community. There are many other ways to get increased mileage from your survey in a looser time frame:

* FEATURES: Contact feature writers at your local newspapers and magazines, encouraging them to do a more in-depth story. They might focus on certain areas of investigation, for example, women in business in your town. The feature writers could go beyond your work and do some investigating of their own, such as profiles of prominent women. Or, you might consider submitting a story written by one of your members for publication.

* LETTERS TO THE EDITOR: Follow-up on your news story with a letter to the editor (one of the most widely read sections of any newspaper). Expand on a certain point, comment on the coverage given, stress the importanceof the information, etc. If the story wasn't printed, make your letter a mini-story in itself or comment on another story pertinent to the issues.

* INTERVIEWS: Place your spokesperson on radio and T.V. talk shows. Call the producer of the program. Be sure to choose an interesting, articulate personality.

* PSA's: Write up 30 and 60 second public service announcements containing some facts discovered in your survey, with a tag line promoting the work of your organization. Call up the public service directors of local radio and T.V. stations for information on how to prepare the announcements. Broadcasters routinely allocate free airtime to community groups for PSA's.

* ORGANIZATIONAL NEWSLETTERS: In addition to publicizing the results in your own communications (send the story to your national organizational publications too), send a press release to other community groups for announcement or discussion in their newsletters.

Other good outlets and uses for your survey are available in addition to the media.

* PUBLIC SPEECHES: Offer a speaker to discuss your survey and its implications for your community to elected officials, government agencies, community organizations. Many hold regular meetings (e.g., the City Council, County Bar Association, local unions, Kiwanis Club, Women's Club); others might be encouraged to schedule a meeting to help communicate this important information (e.g., the Fire Department, a businessmen's group, the Mayor's staff).

* POLITICAL BODIES: Send summaries of your results, with comments perhaps, to each member of your city council, to members of your state legislature (especially your community representatives and key committee chairpeople), your Senators, Representatives and Governor and all political candidates. Relate it to specific pending or proposed legislation if possible and desirable. If your state hasn't yet passed the ERA, offer your results to the state League of Women Voters or other ERA lobbyists and/or cooperate on a mailing to state representatives giving statistics from the Survey and encouraging support of the Amendment.

* FUTURE INVESTIGATION: Analyze your results to determine areas which need further action and propose these to your organization as priorities or special projects. Consider working with other community groups, possibly forming a coalition, to heighten the impact of the Survey. Try to encourage government bodies to pursue problem areas and offer your help as a consultant or community liaison. (More about assistance for further investigation, by area, is found in Section VI.)

* FUNDRAISING: For a good fundraising tool, draw up a brochure highlighting the interesting results of your Survey. In addition to widely distributing vital information, this will demonstrate the interest and ability of your organization with community concerns, thus prompting new membership and/or donations.

VI. FOLLOW-UP

INTRODUCTION

Data obtained in the Community Survey will enable groups to identify specific problem areas deserving more in-depth study and further action. Possible programs which might arise from the Community Survey range from instigating legal actions to organizing public pressure campaigns to increase opportunities for and acceptance of women in professions and occupations previously reserved for men.

Don't forget the Equal Rights Amendment. Full ratification of this Constitutional guarantee against discrimination on the basis of sex will make every effort to improve the status of women easier. Contact your local League of Women Voters to find out how to become involved in the fight to ratify the Amendment.

Two types of resources are listed in this section by topic area to help groups delve into specific problems--organizations with special competence, interest and experience; and newsletters, articles and other pertinent publications.

A few general resources follow:

ORGANIZATIONS

American Civil Liberties Union
Women's Rights Project
22 East 40th Street
New York, NY 10006

National Organization for Women
Call your local chapter or write:
NOW
National Office
425 13th Street, N.W.
Washington, D.C. 20005

Women's Equity Action League
733 15th Street, N.W.
Washington, D.C. 20005

PUBLICATIONS

American Women Today and Tomorrow, by Barbara Everitt Bryant for International Women's Year Commission. March 1977. Order from U.S. Government Printing Office, Washington, D.C. 20402. Stock No. 052-003-00249-3. $1.25.

Getting Yours: How to Make the System Work for the Working Woman, by Letty Cottin Pogrebin. New York: Avon Books, 1975. Paperback, $1.75.

The New Woman's Survival Sourcebook, edited by Kristen Grimstad and Susan Rennie. New York: Alfred A. Knopf, Inc., 1975. Paperback, $5.00.

U.S. Working Women: A Chartbook. U.S. Department of Labor, Bureau of Labor Statistics. 1975. Order from U.S. Government Printing Office, Washington, D.C. 20402. Stock #129-001-01700.$1.75.

Woman, Society and Change, by Evelyne Sullerot. New York: World University Library/McGraw-Hill, 1974. Paperback, $2.95. An international, cross-cultural perspective.

Womanpower: The World's Female Labour Force in 1975 and the Outlook for 2000. Geneva, Switzerland: International Labour Office, 1975. Order from ILO, 1750 New York Avenue, N.W., Washington, D.C. 20006. Free.

Women and the American Economy: A Look to the 1980's. Juanita M. Kreps, Editor. New York: American Assembly, Columbia University. 1976. Paperback, $4.00.

Women's Role in Economic Development, by Ester Boserup. New York: St. Martin's Press,1970. Paperback, $3.95.

LAW

ORGANIZATIONS

Center for Law and Social Policy
Women's Rights Project
1751 N Street, N.W.
Washington, D.C. 20036

Committee on Women's Rights
Young Lawyers Section
American Bar Association
Chairperson: Victoria L. Eslinger
12 Pickens Street
Columbia, S.C. 29201

National Association of Women Lawyers
American Bar Center
1155 East 60th Street
Chicago, IL 60637

State Bar Associations often have a Committee on the Status of Women. Contact the Bar Association in your state to see if such a committee exists.

PUBLICATIONS

"Carol, Diane, Janice & . . .". Newsweek, April 1, 1974, p. 69.

"Ladies Create a New Trend in Legal Practice." New York State Bar Journal, January 1973.

"Women and the Judiciary: Undoing 'The Law of the Creator'." Judicature, February 1974.

"Women Lawyers: Still Not Welcome," by Leslie Oelsner. New York Times, March 25, 1975.

EDUCATION

ORGANIZATIONS

American Council of Education
Office of Women in Higher Education
1 Dupont Circle, N.W.
Washington, D.C. 20036

American Federation of Teachers
Women's Rights Committee
Chair: Patricia Halpin
11 Dupont Circle, N.W.
Washington, D.C. 20036

*Project on Equal Educational Rights
National Organization for Women
1029 Vermont Avenue, N.W.
Suite 800
Washington, D.C. 20005

* For issues related to primary and secondary education.

*Project on the Status and Education of Women
Association of American Colleges
1818 R Street, N.W.
Washington, D.C. 20009

* For issues related to higher education

*Resource Center on Sex Roles in Education
1201 16th Street, N.W.
Room 701
Washington, D.C. 20036

* For issues related to primary and secondary education.

Women's Equity Action League
Education and Legal Defense Fund
733 15th Street, N.W.
Washington, D.C. 20005

PUBLICATIONS

"The Feminist Surge has hit School Boards, and They may Never be the Same Again," by Bernadette Doran. The American School Board Journal, April 1977.

On Campus with Women. Quarterly publication of the Association of American Colleges, Project on the Status and Education of Women, 1818 R Street, N.W., Washington, D.C. 20009. Free.

Selecting Professionals in Higher Education: A Title IX Perspective, by Emily Taylor and Donna Shavlik, American Council on Education. 1977. Order from U.S. Government Printing Office, Washington, D.C. 20402. Stock No. 017-080-0178-3. $1.30.

Wanted: More Women: Why Aren't Women Administering Our Schools?, by Suzanne Howard. National Council of Administrative Women in Education, 1815 Fort Myer Drive North, Arlington, VA 22209. 1975. $3.00.

Women and Minorities in Higher Education Administration: Employment Patterns and Salary Comparisons. College and University Personnel Association, 1 Dupont Circle, Suite 650, Washington, D.C. 20036. $7.00. A summary of this report, "Women Administrators Found Unequal in Pay, Status," appeared in The Chronicle of Higher Education, June 27, 1977.

Women in Education: Changing Sexist Practices in the Classroom. Marjorie Stern, Editor. Women's Rights Committee, American Federation of Teachers, AFL-CIO. To order: AFT Order Department, 11 Dupont Circle, N.W., Washington, D.C. 20036. Pub. #600. $1.50.

The Unfinished Assignment: Equal Education for Women, Worldwatch Paper 7, by Patricia L. McGrath. Worldwatch Institute, Washington, D.C. 20036. July 1976. $2.00.

GOVERNMENT AND POLITICS

ORGANIZATIONS

Center for the American Woman
and Politics
Eagleton Institute of Politics
Rutgers University
New Brunswick, NJ 08901

*National League of Cities
Library and Information Services
1620 Eye Street, N.W.
Washington, D.C. 20006

*State municipal associations have information on local government and political structures and often publish data on salary differentials between men and women.

National Women's Education Fund
1532 16th Street, N.W.
Washington, D.C. 20036

*National Women's Political Caucus
Democratic Women's Task Force
or
Republican Women's Task Force
1411 K Street, N.W.
Washington, D.C. 20005

*Has state and local caucuses, they should be listed in the phone book.

PUBLICATIONS

"Campaign Workbook," published by the National Women's Education Fund. Provides basic "how-to" information for all campaigns. Single, unbound copies available for $13.00 each, special prices for orders of ten or more. Send prepaid order to: NWEF, 1532 16th St., N.W., Washington, D.C. 20036.

Clout: Womanpower and Politics, by Susan and Martin Tolchin. New York: Coward, McCann and Geoghegan, Inc. 1974.

"Know Your County Brochure." Most local chapters of the League of Women Voters publish these useful booklets which contain information such as county government organization charts, lists of county commissioners, etc. Contact your local League.

Political Woman, by Jeane J. Kirkpatrick. New York: Basic Books, Inc. $10.00.

State Bluebooks. Each state publishes a statistical and informational directory, e.g., Wisconsin Bluebook, (sometimes called Directory or Redbook) with detailed information on state and local government and politics. Your public library should have a copy.

Women in Politics: A Global Review, Worldwatch Paper 3, by Kathleen Newland. Worldwatch Institute, Washington, D.C. 20036. December 1975. $2.00.

HEALTH

ORGANIZATIONS

American Medical Women's Association
Lorraine Loesel, Executive Director
1740 Broadway
New York, NY 10019

American Nurses Association
Director of Communications
2420 Pershing Road
Kansas City, MO 64108

American Public Health Association
Women's Caucus
1015 16th Street,N.W.
Washington, D.C. 20036

Association of American Women Dentists
17th Floor
435 N. Michigan
Chicago, IL 60611

Local women's health groups often have information on women's health services. Contact local NOW chapter, family planning clinic, or women's center to find out if a women's health group exists in your community.

PUBLICATIONS

Doctors Wanted: No Women Need Apply, by Mary Roth Walsh. New Haven: Yale University Press, 1977.

A Study of Women in the Health Professions, by Margaret McIntyre and Sandra Meyers. San Francisco: Urban and Rural Systems Association. 1976. Order from U.S. Government Printing Office, Washington, D.C. 20402. 10 vol. set. Volumes sold separately at differing prices.

"Women and Health Care: A Bibliography with Selected Annotations," by Sheryl K. Ruzek. Evanston, IL: Northwestern University Program on Women. June 1975. $3.50.

THE ARTS

ORGANIZATIONS

College Music Association
Women's Caucus
Chairperson: Adrienne F. Block
Department of Performing and Creative Arts
Staten Island Community College
New York, NY 10301

National Association of Women Artists, Inc.
41 Union Square
New York, NY 10003

Woman's Caucus for Art
President: Judith K. Brodsky
59 Castle Howard Center
Princeton, NJ 08540

PUBLICATIONS

The Creative Woman, A Report of the Committee on the Arts and Humanities, National Commission on the Observance of International Women's Year. April 1976. Order from U.S. Government Printing Office, Washington, D.C. 20402. Stock No. 040-000-00368. 90¢.

HERESIES: A Feminist Publication on Art and Politics, Fine Arts Building, 105 Hudson Street, New York, NY 10013.

"Women in Librarianship," by Anita R. Schiller in Advances in Librarianship, Vol. 4. Academic Press. 1974.

MEDIA

ORGANIZATIONS

American Women in Radio and Television
1321 Connecticut Avenue, N.W.
Washington, D.C. 20036

United Church of Christ
Office of Communication
289 Park Avenue South
New York, NY 10010

Women in Communications
P.O. Box 9561
Austin, TX 78766

Women's Institute for Freedom of the Press
3306 Ross Place, N.W.
Washington, D.C. 20008

PUBLICATIONS

Media Reform Kit, National Organization for Women Action Center, 425 13th Street, N.W., Washington, D.C. 20004. $3.50.

Media Report to Women, edited by Dr. Donna Allen, 3306 Ross Place N.W., Washington, D.C. 20008. Subscriptions $15.00 per year for individual women. "Index/Directory: What Women are Doing and Thinking About the Communications Media" from Media Report to Women. (Address same as above.) $8.00.

"Report of the Task Force on Women in Public Broadcasting," by Carolyn Isber and Muriel Cantor. Washington, D.C.: Corporation for Public Broadcasting, 1111 16th Street, N.W., Washington, D.C. 20036. 1975.

Window Dressing on the Set: Women and Minorities in TV, by Helen Hinchliff-Franzwa, U.S. Commission on Civil Rights, 1121 Vermont Avenue, N.W., Washington, D.C. 20425. 1977.

Women in Television, by Anita Klever, the Westminster Press, 1975.

BUSINESS

ORGANIZATIONS

National Association of Bank Women
111 East Wacker Drive
Chicago, IL 60601

National Association of Women Business Owners
2000 P Street, N.W.
Washington, D.C. 20036

Small Business Administration
Barbara Dunn
Director of Women in Business and Consumer Affairs
1441 L Street, N.W.
Washington, D.C. 20005

U.S. Department of Commerce
Office of Minority Business Enterprise
14th and E Streets, N.W.
Rm. 5087-B
Washingotn, D.C. 20230

PUBLICATIONS

"The Corporate Woman: Up the Ladder, Finally," Business Week, November 24, 1975.

The Managerial Woman, by Margaret Hennig and Anne Jardim. New York: Anchor Press/Doubleday. 1977. $7.95.

National Association of Bank Women Journal, Sharon Pierce, publisher. 111 East Wacker Drive, Chicago, IL 60601. Annual subscription, $5.00.

Taking Charge: Women at the Workplace, by Sharon Grant. Looseleaf manual of interviews, studies, and resources pertaining to women in self-managed enterprises. May be ordered in parts or in its entirety from Strong Force Economic Organization, 2121 Decatur Place, N.W., Washington, D.C. 20008. (Forthcoming.) Approximately $3.00.

"Women and Banking," by Kathleen A. Archibald. Banking, July 1973.

"Women of the Year: Great Changes, New Chances, Tough Choices," Time, January 5, 1976.

LABOR

ORGANIZATIONS

Coalition of Labor Union Women
Anita Patterson, Executive Director
8731 East Jefferson Avenue
Detroit, Michigan 48214

*Women's Bureau
Employment Standards Administration
U.S. Department of Labor
Washington, D.C. 20210

*Write for list of publications.

PUBLICATIONS

1975 Handbook on Women Workers. Women's Bureau, U.S. Department of Labor, 3rd and Constitution Avenue, N.W., Washington, D.C. 20210. Bulletin #245. Single copies free.

Pink Collar Workers: Inside the World of Women's Work, by Louise Kapp Howe. New York: G.P. Putnam's Sons, 1977. $8.95.

Women and Work, U.S. Department of Labor, Employment and Training Administration, 1977. Order from U.S. Government Printing Office, Washington, D.C. 20402. Stock No. 0-720-065/6674.

"Women's Participation in Labor Organizations," by Virginia A. Bergquist. Monthly Labor Review, U.S. Department of Labor, October 1974.

"Working Women and Their Membership in Labor Unions," by Edna E. Raphael. Monthly Labor Review, U.S. Department of Labor. May 1974.

RELIGION

ORGANIZATIONS

Church Women United
475 Riverside Drive
New York, NY 10027

Committee on the Status and Role of Women
United Methodist Church
2121 North Sheridan Road
Evanston, IL 60201

Ecumenical Women Committed to Women
The Reverend Grace Moore
817 West 34th Street
Los Angeles, CA 90007

St. Joan's International Alliance
U.S. Section
3452 West 82nd Street
Anchorage, AK 99502

United Church of Christ
Advisory Commission on Women
297 Park Avenue South
New York, NY 10010

Women's Ordination Conference
3166 Mt. Pleasant Street, N.W.
Washington, D.C. 20010

PUBLICATIONS

Adam's Fractured Rib, by Margaret Sittler Ermarth. Fortress Press, 1970.

The Church and the Second Sex, by Mary Daly. New York: Harper and Row, Colophon Books. 1975 reprint.

Sexist Religion and Women in the Church. Alice L. Hageman, editor. Association Press, 1974.

Women in Church and Society, by Georgia Harkness. Abingdon, 1972.

SPORTS

ORGANIZATIONS

Association for Intercollegiate Athletics for Women
1201 16th Street, N.W.
Washington, D.C. 20036

Center for Women and Sport
Sports Research Institute
Pennsylvania State University
White Building
University Park, PA 16802

Women's Sports Foundation
1660 South Amphlett Boulevard
Suite 266
San Mateo, CA 94402

PUBLICATIONS

Competitive Athletics: In Search of Equal Opportunity, by Margaret C. Dunkle. 1975. Resource Center on Sex Roles in Education, The National Foundation for the Improvement of Education, 1201 16th Street, N.W., Room 804-E, Washington, D.C. 20036. $1.50 prepaid.

"Women in Sport," by Bill Gilbert and Nancy Williamson. Three-part series. Sports Illustrated, May 28, June 4 and June 11, 1973. Update, July 29,1974.

Women in Sports kit, Women's Equity Action League, 799 National Press Building, Washington, D.C. 20004. $2.00.

womenSports magazine. P.O. Box 4963, Des Moines, Iowa 50306. $8.95 annual subscription rate.

SCIENCE AND MATH

ORGANIZATIONS

*American Association for the Advancement of Science
Office of Opportunities in Science
1776 Massachusetts Avenue, N.W.
Washington, D.C. 20036
Director: Dr. Janet W. Brown

*Most professional scientific organizations have women's committees. A list of these associations is available upon request.

Association for Women in Mathematics
Department of Mathematics
Wellesley College
Wellesley, MA 02181
President: Dr. Lenore Blum
Department of Mathematics
Mills College
Oakland, CA 94613

*Association for Women in Science
1346 Connecticut Avenue, N.W.
Washington, D.C. 20036

*Publishes a bi-monthly newsletter

Society of Women Engineers
345 East 47th Street
New York, NY 10017

PUBLICATIONS

"Mathematics and Sex," by John Ernest. Goleta, CA: Triple R Press. April, 1976.

"Science for Men Only?" by Alison Kelly. New Scientist, August 20, 1974.

"Women and Minority Scientists " by Betty Vetter. Science, September 5, 1975.

"Women in Science." Mosaic, November/December, 1975.

"Women in Science and Engineering: Are Jobs Really Sexless?" Technology Review, June, 1973.

"Women in Science: Reshaping the Stereotypes." Science News, March 15, 1975.